Attrition Management

Objectives

- **Responsibilities**
- **The Attrition Reduction and Management (ARM) Program**
- **The Commander's Attrition Reduction and Rehabilitation (CARR) Program**

Attrition Management

Responsibilities

- **Office of the Deputy Chief of Staff G-1 (DMPP)**
- **HRC (RMD)**
- **MACOM and Subordinate Army Commanders**
- **Battalion Commander and CSM**
- **Company Commander and 1SG**

The Attrition Reduction and Management (ARM) Program

Phases of the ARM Program

- **Identification**
- **Rehabilitation**
- **Prevention**

Prevention

- **Integrating**
- **Mentoring**
- **Counseling**

Identification

- **Untrainable Soldiers**
- **Unsuitable Soldiers**
- **“At Risk” Soldiers**

Attrition Indicators

- **Late to Formations**
- **AWOL**
- **Loss of Clothing / Equipment**
- **Substandard Personal Appearance**
- **Substandard Personal Hygiene**
- **Failure to Pay Debts or Late Payments**
- **Article 15**

Attrition Indicators (Cont.)

- **Frequent Traffic Violations**
- **Abuses Sick Call**
- **Late Returning From Leave or Pass**
- **Cannot Follow Orders / Recalcitrant**
- **Cannot Train for a Job / Apathetic**
- **Cannot Adapt to Military Life**

Attrition Indicators (Cont.)

- **Failure to Manage Personal Affairs**
- **Causes Trouble off the Installation**
- **Involved in Immoral Acts**
- **Personal Behavior Brings Discredit Upon His Unit or the Army**
- **Failure to Qualify With Weapon**

Attrition Indicators (Cont.)

- **Failure to Pass the APFT**
- **Loss of Qualification in PMOS When HRC Will Not Reclassify**
- **Noncompetitive for Promotion**
  - ✔ **Slow Progression / No Potential**
  - ✔ **Declines NCOES**
  - ✔ **Not Recommended for Promotion**

Rehabilitation

- **Corrective Training**
- **Counseling**
- **Enrollment in the CARR Program**

Commander's Attrition Reduction and Rehabilitation Program (CARR)

Guidelines For Use

- **Not intended for SSG(P) and above**
- **Not Initiated While Pending Separation**
- **Not Initiated Solely Because a Soldier Refuses to Reenlist**
- **Not Used Instead of Court Martial , UCMJ or Administrative Action**

Guidelines For Use (Cont)

- **Disciplinary Action Does Not Preclude Enrollment**
- **Type of Discharge Does Prevent Enrollment**
- **Serving Honorably for a Period of Time Does not Prohibit Enrollment**

Procedures

- **Less Than 90 Days Upon Arrival**
- **Based on Specific Incidents**
- **Without Regard to ETS**
- **Company Level Commander Must Enroll**

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Review, Removal and Separation

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